USPACOM

Assessment Plan

United States
Pacific Command

Mr. Carl Springer
HQ USCINCPAC J30RJTS
Joint Training Specialist

Purpose

The USPACOM Assessment Plan provides specific guidance for conducting assessment of all training events, real-world operations, plus any other sources that may be applicable to Command's ability to perform its mission.

Background

- **PACOM, Subunified Commanders, Component Commanders, and Standing JTF Commanders Do Not Have Rigorous JMETL Assessment Programs**

- **Last PACOM Command and Staff JMETL Assessment Completed July 2001**

- **PACOM Has Been Using War-Fighting Issues in Lieu of JMETL Assessment**

  CINC War-Fighting Issue (PACOM Definition):

  Directorate Identified Shortcoming or Deficiency in Tactics, Techniques, and Procedures (TTP), Hardware, Software, Tools, Systems, etc. that Precludes Performance of a Joint Mission Essential Task (JMET) to Standard.

- **War-Fighting Issues are Not Doctrine**

CINC's Training Intent

Purpose: **Maintain Combat Readiness with a Requirements-Based Training Program that Optimizes Use of Limited Resources.**

Method:

- **Follow the Tenets of Joint Training**
- **Exercise Most Likely and Most Dangerous Missions**
- **Link Exercises to Optimize Joint and Multinational Training Opportunities**
- **Integrate JMF and Mature Joint Experimentation Initiatives into Exercises**
- **Include Asymmetrical Threats and CT Training Objectives in Appropriate Exercises**
- **Design Exercises to Achieve Theater Security Cooperation Plan (TSCP) Objectives**
- **Develop an Objective Program to Assess Progress, Identify Deficiencies, and Validate Readiness**

End State: **Joint and Combined Forces Trained to Promote Peace, Deter Aggression, and If Required, Respond to Crises and Fight and Win Throughout the Asia-Pacific Region**

Tenets of Joint Training

- **Commanders are the Primary Trainers**
- **Focus on the Joint Warfighting Mission**
- **Train the Way You Intend to Fight**
- **Centralize Planning, Decentralize Execution**
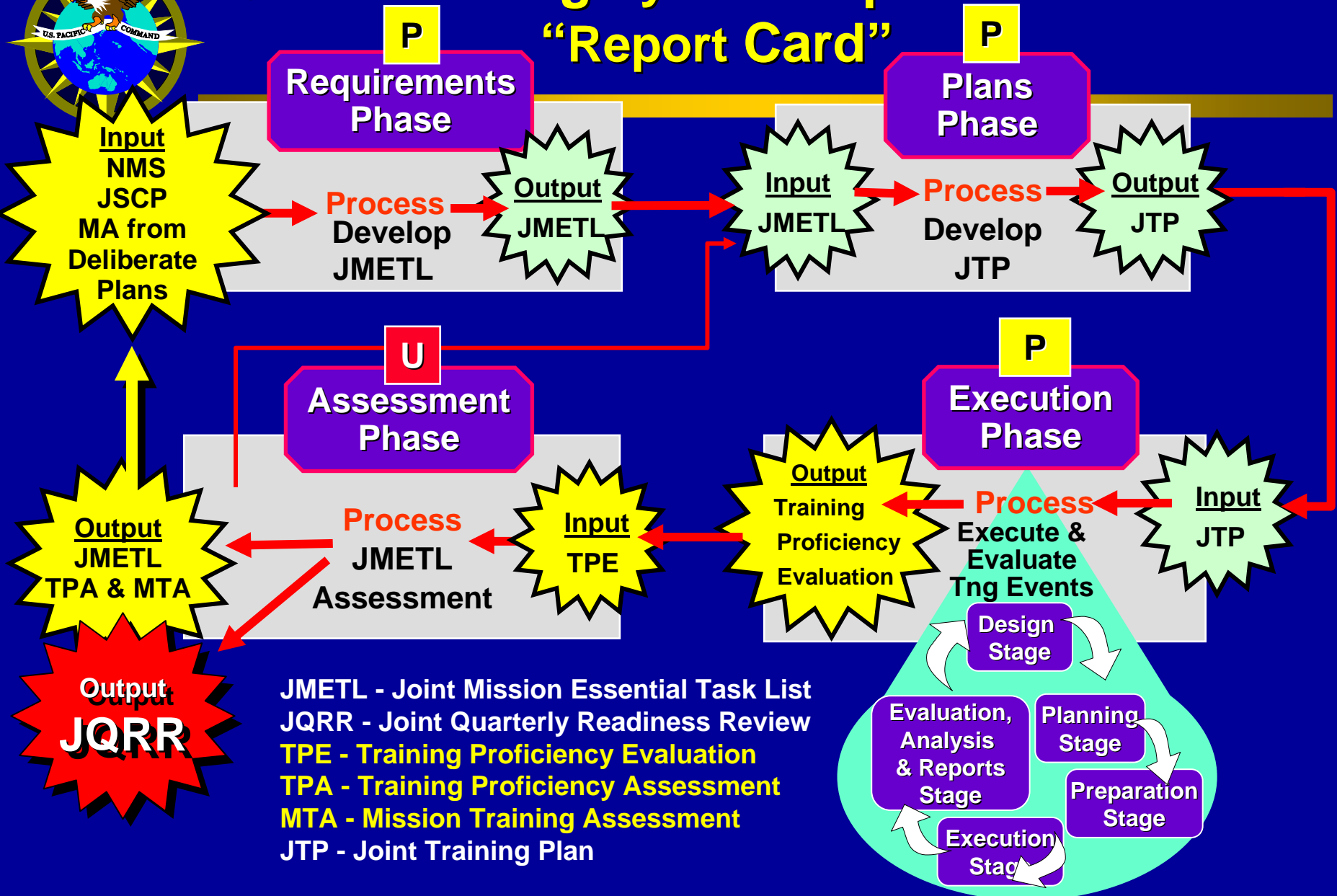- *Apply Joint Doctrine*

War-Fighting Issues Not Specified in Joint Training Doctrine

Joint Training System Implementation "Report Card"

P

Requirements Phase

P

Plans Phase

Input
NMS
JSCP
MA from
Deliberate
Plans

Process
Develop
JMETL

Output
JMETL

Input
JMETL

Process
Develop
JTP

Output
JTP

U

Assessment Phase

P

Execution Phase

Output
JMETL
TPA & MTA

Process
JMETL
Assessment

Input
TPE

Output
Training
Proficiency
Evaluation

Process
Execute &
Evaluate
Tng Events

Input
JTP

Output
JQRR

JMETL - Joint Mission Essential Task List
JQRR - Joint Quarterly Readiness Review
TPE - Training Proficiency Evaluation
TPA - Training Proficiency Assessment
MTA - Mission Training Assessment
JTP - Joint Training Plan

Design Stage

Planning Stage

Evaluation, Analysis & Reports Stage

Preparation Stage

Execution Stage

J3 Directorate

Mr. Springer

JTS Assessment Phase

The Joint Training System (JTS) Assessment Phase Specifies How Collective Training Results, Over Time, are:

1. Translated into Future Training Requirements for Subsequent Training Cycles

2. Developed into Lessons Learned and Joint Staff Remedial Action Program

3. Used to Identify and Resolve Issues, to Include OPLAN Refinement

4. Made Available to Other Users of Training Information

5. Effective Jan 03 JMETL Assessments Used for JQRR

Assessment Frequency

- **PACOM Staff Presents a JMETL Assessment Brief Quarterly in Conjunction with JQRR**

- **Subunified Commanders, Component Commanders Present a JMETL Assessment Brief Quarterly in Conjunction with JQRR**

- **Designated JTF Commanders Conduct JMETL/METL Assessments Semi-annually and Present Assessment Briefs at the JTF/CCC or Following Major Joint Exercises**

Assessment Roadmap

- **Refine JMETL - Add Detailed Metrics**
  Conditions and Standards

- **Develop Training Objectives IAW Joint Training Plan**
  Linked to JMETs with Defined Training Situations and Performance Measures

- **Conduct Objective Evaluation of Organization's Performance With Respect to Training Objectives**
  Training Proficiency Evaluation (TPE)

- **Make Overall Assessment for Each JMET by Responsible Organization by Indicating Whether Command is T, P, or U**
  Training Proficiency Assessment (TPA)

- **Make Overall Assessment for Each Mission (OPLAN)**
  Mission Training Assessment (MTA)

Training Objective Development

UNCLASS

Training Objectives with Corresponding Training Situation and Level of Performance are Critical for Exercise Design, Master Scenario Event List (MSEL) Development, and Training Objective Evaluation

[5] Records Found

MANAGE

Status	Class	Audience	JMET	Training Objective	Training Situation	Level Of Performance
EDITED	UNCLASS	OPT / J07	ST 4.2.2	Hospital Ship Activation	Upon receipt of Warning Order	Within 4 hours; initiate the staff action to request TAH activation by JCS.
CURRENT	UNCLASS	J07	ST 4.2.2	Activate Theater Patient Movement Center-Pacific	Upon receipt of Warning Order.	Within 30 minutes of receipt of Warning order make secure telephone call to TPMRC duty officer that a contingency operation is being planned.
EDITED	UNCLASS	OPT / J07	ST 4.2.2	Provide medical threat assessment; preventive medicine and force health protection guidance for JTF 519	Upon receipt of Warning Order.	Within 8 hours of receipt of Warning Order; publish the medical threat assessment; preventive medicine and force health protection guidance.
CURRENT	UNCLASS	J07	ST 4.2.2	Conduct medical reporting	During JTF deployment	Receive daily MEDSITREP from JTF -bed status
EDITED	UNCLASS	OPT / J07	ST 4.2.2	Activate PACOM Blood Program Office	Upon receipt of Warning Order	Within 30 minutes of receipt of Warning order; make telephone call to PACOM BPO.

J3 Directorate   **Mr. Springer**

9

Training Proficiency Evaluation (TPE)

- **Training Proficiency Evaluations (TPEs) are Objective Evaluations of an Organization's Performance with Respect to Training Objectives**

- **Training Proficiency Evaluations (TPEs) are Produced During the Execution Phase of the Joint Training System**

Training Proficiency Evaluation (TPE) Roll-up Matrix (TRM)

- **Collection of All Training Proficiency Evaluation for Training Cycle are Shown in the Command's TPE Roll-up Matrix (TRM)**

- **For Each JMET by Mission/Event/Operation, TPEs for Training Objectives are Collated for Every Training Audience**

- **For this Collation, Each Directorate Recommends a JMET Training Proficiency for an Audience for a JMET for a Selected Mission**

Training Proficiency Evaluation Roll-Up Matrix (TRM)

ST 1.1.4 Provide Command & Control of Deploying Unit — Training Audience JOC	MSEL Date/Time Group (DTG)	TPE Made by Observer	MSEL Date/Time Group (DTG)	TPE Made by Observer	MSEL Date/Time Group (DTG)	TPE Made by Observer	Yes	No	OBS	TPE Functional Leader Cell Center Board Bureau	% Key/ Leaders with > 1 Yr in Job	Code	TPA for JMET

Percentage of Training Objectives Achieved For a JMET	Percentage of Directorate Key Leaders with More than One Year in the Job	Training Proficiency Assessment (TPA) Rating for a JMET
85	70	T - Trained
70	60	P - Needs Training
55	50	U - Untrained

Request apportioned reinforcing forces — 140830 Sep03 — Y — Sep03 — 1 — 1 — 2

Totals — 6 — 67% / 90% — **J-3** — **P**

Sample Web-based TRM Completed by Observer/Trainers During Exercise Evaluation. Data fields Derived from Training Objectives, Collection Management Plan, and MSELs

J3 Directorate — **Mr. Springer**

Training Proficiency Evaluation Roll-Up Matrix (TRM)

ST 1.1.4 Provide Command & Control of Deploying Unit — Training Audience JOC	MSEL Date/Time Group (DTG)	TPE Made by Observer	MSEL Date/Time Group (DTG)	TPE Made by Observer	MSEL Date/Time Group (DTG)	TPE Made by Observer	Yes	No	OBS	TPE Functional Leader Cell Center Board Bureau	% Key/ Leaders with > 1 Yr in Job	Code	TPA for JMET
Training Objective 1 Generate SITREP	131430 Sep03	Y	141000 Sep03	N	151830 Sep03	Y	2	1	3	Y			
Training Objective 2 Provide Personnel Status Report	131000 Sep03	Y					1	0	1	Y			
Training Objective 3 Establish Appropriate Command Relationships for Effective Employment of Space Forces	141130 Sep03												
Training Objective 4 Request apportioned reinforcing forces	140830 Sep03	Y	141130 Sep03	N			1	1	2				
Totals							6	3	9		67% / 90%	J-3	P

Recommended Assessment Made by the Responsible Directorate

Sample Web-based TRM Completed by Observer/Trainers During Exercise Evaluation. Data fields Derived from Training Objectives, Collection Management Plan, and MSELs

J3 Directorate   **Mr. Springer**

Derived from the C_____ ___ ___ objective assessm_____ _____ _____ned, Needs Practice_____ _____ _____ective traini_____ _____ _____, other traini_____ _____ __ actual opera_____ _____ _sential Tasks _____ _____ _____andards.

The CINC'___PA (J____ Assessment) forms the basis ___ the Joint Quarterly Readiness Review, effective JAN 03.

The Training Proficiency Assessment (TPA) is the JMETL Assessment

Training Proficiency Assessment (TPA)
for OPLAN xxxx

	CINC's Assm't	J-1	J-2	J-3	J-4	J-5	J-6	J06	J07	J01PA	% Pers Trained	OPR	Overall Assm't
ST 1.1.4												J-3	
ST 2.1													
ST 4.2.2													
ST 4.3.1													

The consolidated Directorate JMET assessments and overall command assessment for each JMET, by mission, is shown in the Training Proficiency Assessment (TPA) Matrix and presented at the Assessment Brief.

ST 8.1													
ST 8.2													
ST 8.2.8.1													
ST 8.3													
ST 8.4.2													
ST 8.4.3													
ST 8.5.4													

J3 Directorate

Mr. Springer

Training Proficiency Assessment (TPA)
for OPLAN xxxx

	CINC's Assm't	J-1	J-2	J-3	J-4	J-5	J-6	J06	J07	J01PA	% Pers Trained	OPR	Overall Assm't
ST 1.1.4				P								J-3	
ST 2.1													
ST 4.2.2													
ST 4.3.1													
ST 4.3.2													
ST 5.1.2													
ST 5.3.4													
ST 5.4.1													
ST 5.4.3													
ST 5.5.1													
ST 5.6.1													
ST 6.2.6													
ST 6.2.7													
ST 6.2.8													
ST 7.1.4													
ST 8.1													
ST 8.2													
ST 8.2.8.													
ST 8.3													
ST 8.4.2													
ST 8.4.3													
ST 8.5.4													

JMET ST 1.1.4 — Provide Command & Control of Deploying Unit	OBS-1 MSEL Date/Time Group (DTG)	Rec TPE Made by Observer	OBS-2 MSEL Date/Time Group (DTG)	Rec TPE Made by Observer	OBS-3 MSEL Date/Time Group (DTG)	Rec TPE Made Obser	# Yes	# No	Total OBS	TPE Made By Functional Leader Cell Center Board Bureau	% Yes % Key Leaders with > 1 Yr in Job	J Code	TPA for JMET
Training Objective 1 Generate SITREP	131430 Sep03	Y	141000 Sep03	N	151830 Sep03	Y	2	1	3	Y			
Training Objective 2 Provide Personnel Status Report	131000 Sep03	Y					1	0	1	Y			
Training Objective 3 Establish Appropriate Command Relationships for Effective Employment of Space Forces	141130 Sep03	N	151445 Sep03	Y	152230 Sep03	N	1	2	3	N			
Training Objective 4 Request apportioned reinforcing forces	140830 Sep03	Y	141130 Sep03	N			1	1	2	N			
Totals							5	4	9	55% 85%	45%	J-3	P

Training Proficiency Evaluation (TPE)

Training Proficiency Assessment (TPA)
for OPLAN xxxx

	CINC's Assm't	J-1	J-2	J-3	J-4	J-5	J-6	J06	J07	J01PA	% Pers Trained	OPR	Overall Assm't
ST 1.1.4		U	T	P	T	T	T	T	T	T	90%	J-3	P
ST 2.1													
ST 4.2.2													
ST 4.3.1													

Once all recommended directorate JMET assessments for a mission are completed, an overall assessment is made for each JMET by the OPR or "Responsible Organization," indicating whether the command is T, P, or U.

ST 8.2.8.1													
ST 8.3													
ST 8.4.2													
ST 8.4.3													
ST 8.5.4													

J3 Directorate

Mr. Springer

Training Proficiency Assessment (TPA)

	CINC's Assm't	J-1	J-2	J-3	J-4	J-5	J-6	J06	J07	J01PA	% Pers Trained	OPR	Overall Assm't
ST 1.1.4	P	U	T	P	T	T	T	T	T	T	90%	J-3	P
ST 2.1													
ST 4.2.2													
ST 4.3.1													
ST 4.3.2													

Briefed to the DCINC with Recommended Overall Assessment/Way Ahead in Preparation for JQRR

JMETL Assessment (TPA) Briefed to CINC in Conjunction with JQRR Brief

ST 8.2													
ST 8.2.8.1													
ST 8.3													
ST 8.4.2													
ST 8.4.3													
ST 8.5.4													

J3 Directorate   Mr. Springer

	MTW	SSC	NEO	PEO	PKO	CM	CT
ST 1.1.4	P						
ST 2.1	T						

The Mission Training Assessment (MTA) is the Commander's Subjective, Overall Mission Assessment of the Command's Training Proficiency Assessments with Respect to Assigned Missions (OPLANS)

Percentage JMET Rated Trained	Mission Training Assessment Rating
85	Trained
70	Needs Training
55	Untrained

| ST 8 | |
| ST 8 | |

19 T's out of 22 JMETs = 19/22 = 86%
MTW Mission is T

Assessment Results

1. **Used for Joint Quarterly Readiness Review (JQRR)**

2. **Translated into Future Training Requirements for Subsequent Training Cycles**

2. **Developed into Lessons Learned**

3. **Used to Identify and Resolve Issues, to Include OPLAN Refinement**

4. **Made Available to Other Users of Training Information**

The Way Ahead...

MARFORPAC JMETL Refinement Workshop	Completed
III MEF JMETL Refinement Workshop	Completed
Seventh Fleet JMETL Refinement Workshop	01-06 Sep 02
Cobra Gold 03 Training Objective Workshop (III MEF)	09-10 Sep 02
PACOM Staff JMETL Refinement	Sep - Nov 02
PACOM JMETL Refinement Workshop	18-22 Nov 02
Terminal Fury 03 (USPACOM JMETL Assessment)	03-13 Dec 02
First PACOM JMETL Assessment Brief to DCINC	TBD Jan 03
Tandem Thrust 03 - First JTF Assessment (7 FLT)	15-22 Apr 03
Cobra Gold 03 - Second JTF Assessment (III MEF)	12-26 May 03

Publishing Timeline

Obtain J3 Approval for Staffing	**16 Aug 02**
Staff with PACOM Directorates and Subunified Commanders, Component Commanders, and Designated JTF Commanders	**19 Aug-10 Sep 02**
Publish Assessment Plan (Enclosure 1, Tab A, JTP)	**30 Sep 02**
Distribute at PACOM EXSCHED Conference	**1 Oct 02**

**Trained and ready
Joint and Combined Forces
are an imperative!**

PACOM JMETL

- ST 1.1.4   J30O   **Provide Command and Control of Deploying Unit**
- ST 2.1   J22   **Manage Theater Strategic Intelligence Activities**
- ST 4.2.2   J071   **Coordinate Health Service Support**
- ST 4.3.1   J46   **Establish and Coordinate Movement Services Within Theater**
- ST 4.3.2   J46   **Provide Supplies & Services for Theater Forces**
- ST 5.1.2   J63   **Manage Theater C4 Systems for Communicating Strategic Orders and Information**
- ST 5.3.4   J54   **Prepare and Coordinate Theater Strategy, Campaign Plans**
- ST 5.4.1   J30O   **Issue Theater Strategic Operations Plans, Orders, and ROE**
- ST 5.4.3   J30O   **Establish or Participate in a Joint, Combined, or Multinational Force**
- ST 5.5.1   J30IO   **Plan & Integrate Theater-Wide Information Operations**
- ST 5.6.1   J01PA   **Plan & Provide for External Media Support and Operations**
- ST 6.2.6   J30T   **Establish Security Procedures for Theater Forces & Means**
- ST 6.2.7   J311   **Initiate and Coordinate Personnel Recovery in Theater**
- ST 6.2.8   J543   **Establish NBC Defense in Theater**
- ST 7.1.4   J30O   **Determine and Validate Forces & Cargo to be Deployed or Redeployed**
- ST 8.1   J53   **Foster Alliance and Regional Relations and Security Arrangements**
- ST 8.2   J53   **Provide Support to Allies, Regional Gov'ts, Int'l Organizations or Grps**
- ST 8.2.8.1   J30O   **Support Multilateral Peace Operations**
- ST 8.3   J53   **Obtain Support for U.S. Forces and Interests**
- ST 8.4.2   J30T   **Assist in Combating Terrorism**
- ST 8.4.3   J30O   **Coordinate Evacuation and Repatriation of Noncombatants from Theater**
- ST 8.5.4   J30O   **Coordinate Theater Consequence Management**

J3 Directorate   **Mr. Springer**